Status of Women Council of the NWT

Annual Report 2015-2016

The cover photo is a map of all the NWT communities the Status of Women Council has been to this year. Keep reading to find out why.

June 30, 2016
Honorable Caroline Cochrane
Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Minister Cochrane,

On behalf of the Status of Women Council, I am pleased to present our Annual Report for the year ending March 31, 2016. This year has been a busy and productive year for the council. Thanks go to all our funding partners for allowing us the opportunities to work on women's issues in the Northwest Territories.

One of our new events this year was to offer "What will it Take" bystander family violence workshops on behalf of the GNWT Health and Social Services. The workshops had two tiers of delivery available to them. Communities could facilitate the workshops or they could opt to have a council member come to their community to co-facilitate the workshops with them. In recognition of the council's 25th year in operation, another interesting project was delivered. Thoughtraisers were held to collect the ideas and recommendations of women in the NWT. The thoughts were available at the Wise Women Awards on March 8th. The board and staff will review the recommendations and work to address them.

Along with our core work and yearly events, we have worked on special projects in collaboration with many community organizations on issues concerning Family Violence, Economic, Political and Social Equality, Women's Health and Wellness and Leadership. I would like to thank our Council Directors and staff for their continued collaborative and coordinated efforts in our work towards women's equality.

Sincerely,

G. J. Masuzumi

Georgina Jacobson Masuzumi
Acting President 2015-2016

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Sami, Lorraine & Annemieke

Our Mission

The Status of Women Council of the NWT is dedicated to achieving equality for all NWT women through:

- public education and awareness,
- research,
- advocacy,
- community development,
- interagency cooperation,
- advice to government, and
- identification and development of opportunities for women.

Our Vision

- Equality for women in all areas of life.
- Economic equality.
- Communities, workplaces and families free from violence against women.
- A society which respects and includes the diverse experiences and perspectives of all women.

Tina Gargan

Thank You Tina Gargan

We would like to thank Tina for her 10 years of service. She has been a role model and a valued support. She is truly a wise woman and we will miss the kindness and wisdom she has shown us. We wish her luck and know our paths will cross again.

Background

The mandate of the Status of Women Council of the Northwest Territories is to work for the political, social and economic equality of all women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Council was created in April 1990 under the NWT Status of Women Council Act. The Government of the NWT provides core funding for the operations of the Council, while special projects have been funded by various sources.

Directors

The board for the Status of Women Council of the NWT is appointed by the Minister Responsible for the Status of Women. Board members serve for a three year term which can then be extended twice. During their appointments they meet face-to-face twice a year, in October and March, and hold conference calls as required. The board is a group of dedicated women, each representing one of the five regions of the NWT. They seek equality, change, and help direct the Council in how to follow its mandate and vision.

Paulina Roche

Deline, Appointed December 2011

Paulina was born in Déljne. She has been married for 17 years and has four sons. Paulina's early education was spent at Grollier Hall while she attended high school in Inuvik. She studied at Aurora College for her Diploma in Business Administration. Paulina has been working as a Manager for Déljne First Nation Chief and Council since 2001. For the past six years she has also been working with Self-Government as a transition team member. She volunteers a lot, she is president of the Native Women's Association, and recently she won the Community Builder Award.

Doris Camsell

Hay River, Appointed December 2011

Born in Fort Providence, Doris is married to Doug Camsell and has two sons. Doris attended Sir John Franklin High School and Diamond Jenness. She received her Bachelor of Education degree in 1986, a Linguistic Certificate from the University of New Mexico in 1986, a B.A. in Anthropology and Archeology in 2005, and a Master of Education in Land Based Education in 2010. Doris participated in the development of the Den K'ede Curriculum and has taught at all four schools in Hay River. Doris works at Harry Camsell School teaching Dene Zhatie. Her passion is to revitalize and maintain Dene Zhatie in education.

Jan Fullerton

Yellowknife, Appointed March 2014

Jan believes strongly that everyone is responsible for the world and communities we live in. If we want to live in safe and healthy communities, everyone needs to contribute to that goal, whether in big ways or small ways. Because of this belief, Jan has been volunteering since elementary school and has been working for Skills Canada NWT since 2005. Much of her work has been with youth; however, she believes that all people have a right to be treated with dignity and respect, and that all people should have equal access to opportunities/ services regardless of their gender or any other quality that makes us different. Jan has been living/working in the NWT since 2002 and has developed a deep appreciation for the north, both for the land and for all the different people who live here.

Georgina Jacobson Masuzumi

Acting President, Tuktoyaktuk,
Appointed September 2010

Born in Tuktoyaktuk to the hunter/ trapper/carver family of Jimmy and Bella Jacobson, Georgina attended Grollier Hall in Inuvik, Grandin College in Fort Smith, Mount Royal College in Calgary and Aurora College in Inuvik. She has held a variety of jobs: radio station announcer for CFCT in Tuk, flight attendant for Canmar, private business owner/operator, caterer, recreation coordinator, remote camp manager, caretaker for an elders' facility, and foster parent. Other pursuits include Hamlet Councillor, Elders' Committee member, advocate for social justice and on-the-land traditional activities. She also participated in the first NWT Elders' Parliament as the Nunakput representative.

Thoughtraisers

What Are Thoughtraisers?

For our 25th Anniversary, the Status of Women Council of the NWT wanted to hear from community women as to what they see as the top priorities facing NWT women. The women answered and identified several concerns.

We collected these recommendations and thoughts through various events throughout the year. We had a small box where people could anonymously add their thoughts at most events we hosted. The box was also set up at our office year round. Each board member was given a box to collect thoughts from community women. We also posted on Facebook and our website that people could email or call in their thoughts. While traveling to communities outside Yellowknife we asked for feedback from community women and let them know to contact us.

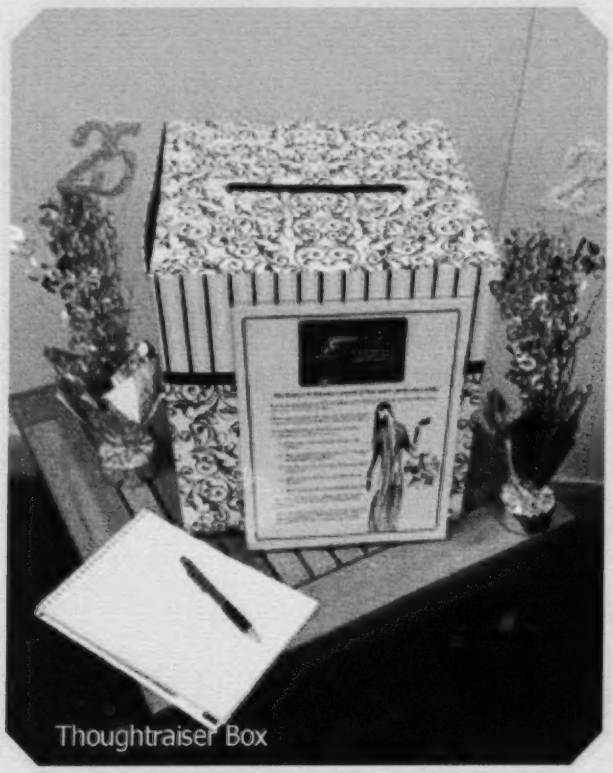
From this we gathered over 50 thoughts that were then organized into six themed categories, from which recommendations were developed.

Five Key Concerns Identified

There were five themes that appeared from the recommendations. We placed all other thoughts into an "other" category which included topics such as housing, environment, poverty, and equality.

The five key areas of concern were:

- Family Violence,
- Women's Health,
- Women's Leadership,
- Working with community women and women's groups, and
- Childcare



Thoughtraiser Box

According to "Family Violence in Canada: a statistical profile", released by Statistics Canada on January 15, 2015, the Northwest Territories has epidemic rates of family violence that are nine times the national average, placing the NWT in second place for the highest rates of violence in Canada. It comes as no surprise that family violence was identified as the most concerning issue identified by NWT women. There are several issues that need to be addressed such as: language; service/programming needs; and how we provide healing opportunities to those that are victims, perpetrators, and witnesses of violence.

Language and the discourse around violence is key to how we interpret what has happened and who is responsible for the violence. We know violence is normalized in the NWT; blaming and shaming is part of our reality along with community retaliation when a victim exposes a perpetrator. These attitudes and behaviors must change to make violence unacceptable.

Using unified messaging around family violence and providing examples of what healthy relationships look like, we can begin to encourage people to model behaviours they may not have known were possible or considered normal in loving relationships. We must respond respectfully to victims of family violence. In doing so we not only decrease the amount of trauma a victim feels, we create a society that no longer ignores or tolerates violence. All service providers who are involved in helping, healing, and reporting violence should be well informed of the dynamics of family violence.

There is a need to identify gaps in services, supports, and protocols. Working collaboratively we can come up with relevant tools that screen for violence and develop consistent protocols in every community. If we are all working from the same response based approach, victims will feel heard and supported, making them more likely to seek help when they need it.

Family Violence

Recommendations from NWT Women (What we heard)

Women want:

- Permanent community based therapy/ counseling options for men, women, and children.
- Consistent screening tools to be used by all front line services that promote the disclosure of violence with protocols for follow up.
- Increased capacity and long-term sustained funding for shelters and other frontline services that support victims of family violence. This would include calculating the cost of operations/living on a community basis, and also providing competitive wages for staff.
- More training across the NWT on Response Based Therapy, Trauma, Gender Based Analysis, and the language of social response. Training targets should include media, policy makers, leaders, service providers, justice professionals, lawyers, community helpers, etc.
- Unified messaging on family violence and defining healthy relationships. This would include a comprehensive social marketing campaign that is evaluated periodically and adapted as needed. It would also include strength-based parenting classes and curriculum in schools that focuses on how to treat people, instead of how not to.
- New protections and information on stalking and internet abuse (cyberviolence, cyberstalking, and identity theft).
- A death review panel.
- Enhanced specialized courts and supports, including additional options for the Wellness Court, the Domestic Violence Treatment Options Court (DVTO), and a courthouse information referral centre.
- Gender appropriate community and/or regional representation on all boards.

Coalition Against Family Violence

About the Coalition

The Coalition Against Family Violence (CAFV) is a territorial interagency group that brings together individuals, non-government, and government agencies to share information and undertake projects in keeping with the mandate. The Coalition meets once a month, specific project committees also meet at least monthly.

The Coalition is chaired and administered by the Status of Women. Minutes and other documents concerning family violence are distributed by email to members. The Status of Women Council NWT chairs subcommittees for annual events. Coalition events often include mail out packages to agencies across the NWT and an event in Yellowknife.

Coalition Mandate

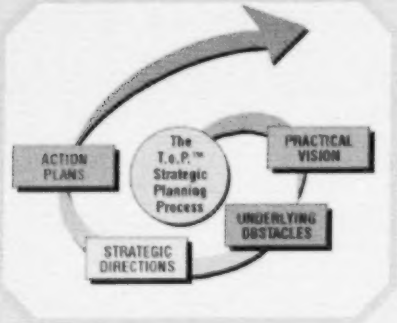
The Coalition Against Family Violence NWT envisions a peaceful, equitable society where all territorial residents, as individuals, members of families, communities, organizations or governments are valued, respected, safe, and free from abuse and inequalities.

CAFV Planning Session

www.statusofwomen.nt.ca/CAFV.html

Family Violence

CAFV Strategic Plan



The Participatory Strategic Planning process began as the group created a Journey Wall, or story of their history.

The group then created a shared Practical Vision of where they would like to be in 3-5 years, using the consensus workshop method to draw out individual ideas and cluster them together to create a shared vision. The results look like a chart on the wall that includes every idea in a column with the larger elements of the vision that were brought together as names at the top of the columns.

The next step was to identify blocks to the vision, and cluster them to reveal the underlying obstacles or contradictions that were blocking the vision.

After that the group brainstormed possible actions to address the blocks and release the vision, and clustered these to create a set of strategies in "Strategic Directions".

Finally the group broke into teams for each strategy and each created a short-term action plan that will kick-start the strategy. These were coordinated in a plenary session.

After the action plans are in motion, the group will continue to check on their progress and how they can support each other. At the end of the first set of action plans they will celebrate their accomplishments, learn from their actions, and make new action plans. They will continue to review and re-plan periodically.

Strategic Directions and Strategies				
Build Self-Sustaining Communities that Meet Basic Needs	Collaborating Responses to Community Needs	Supporting Community Led Programs	Building Capacity of Frontline Services	**Towards:** Community
Define and Communicate Work by the Community		Influencing Policy Change at All Levels		**Towards:** Structural Change
Strengthening Relationships to Create Solutions Together		Motivating Change		**Towards:** Collective Action

Priorities & Planning Standing Committee

On February 3, 2016, a presentation was done on behalf of the Coalition Against Family Violence on three key priorities that were determined from a two day strategic direction meeting that was held in the fall of 2015. The presentation was well received by the committee members and a request for the Coalition to present to the Social Development Standing Committee was extended by one of its members.

Three Key Priorities

1. **Prevention:** Change language, social responses, and attitudes around family violence by reporting family violence in a respectful way and provide positive social responses to victims. By decreasing the amount of trauma a victim feels when reporting we create a society that no longer dismisses violence and addresses the issue.
   a) Deliver a complete family violence campaign applying social marketing principles and an updated 2007 attitudinal survey.
   b) Support the creation of a death review panel.
   c) Train/inform changes to language and social responses to media, policy makers, leaders, and services providers.

2. **Emergency Response:** Consistent plans for safety for every community in the NWT. Consistency with integral emergency services that are in every community allows for a more timely response to violence.
   a) Adequate and consistent funding for shelters and victim services.
   b) Support the creation of 911 across the NWT.
   c) Develop and maintain consistent screening tools to be used by all front line services that promote the disclosure of violence with protocols for follow up.

3. **Healing:** Research and develop an inclusive justice system that includes specialized courts and culturally appropriate healing options. Addressing the needs of those that are experiencing violence or perpetrating violence with holistic and relevant options will result in improved outcomes.
   a) Invest in permanent community based therapy programs for those who have used, experienced or witnessed violence, to be available across the NWT.
   b) Work with the Law Society to provide specialized training around the dynamics of family violence for lawyers and justice professionals.
   c) Enhance specialized courts and supports, including options for the wellness court, DVTO, and an information referral centre.

Family Violence

Family Violence Awareness Week (FVAW)

This event happens annually in the fall. Each year a small committee made up of Coalition Against Family Violence members develops a resource package, an awareness strategy, a focus for the week. and supports hosting several events across the NWT.

This year's event was very successful in increasing community awareness. This was evident in the increased participation from communities and the amount of resources that were accessed from around the territory.

The focus this year was on women. A third addition to the "Untold Stories" series was developed. This book looked at the positive and negative social responses that people can have when experiencing or supporting those affected by violence. The book has five stories from women who resisted violence from their partner in different ways.

The kit also included a quiz about family violence, an indepth safety planning document, and a smaller safety plan leaflet that was repackaged to look like a menstration item. As well as several organizations pamphlets, a moosehide pin, stickers, and a poster about respecting women and girls was included.

In addition to accessing resources communities reported new partnerships that were developed between local community agencies through the planning and coordinating for FVAW. With the support of staff the week also contributed to building capacity in creating awareness events in the communities allowing them to appropriately respond to family violence as community understanding and attitudes towards family violence changes.

This year the committee decided to build on the last three years' success and send out small grants of $1,000.00 across the NWT and help them with their events. We received many funding inquiries and managed to fund ten communities in the NWT; the results were very positive and everyone who applied would like to see this fund offered to them again in the future. The grants were sent to the following communities:

1. Fort McPherson
2. Yellowknife
3. Inuvik
4. Aklavik
5. Tuktoyaktuk
6. Hay River
7. Hay River Reserve
8. Tulita
9. Fort Smith
10. Lutsel K'e

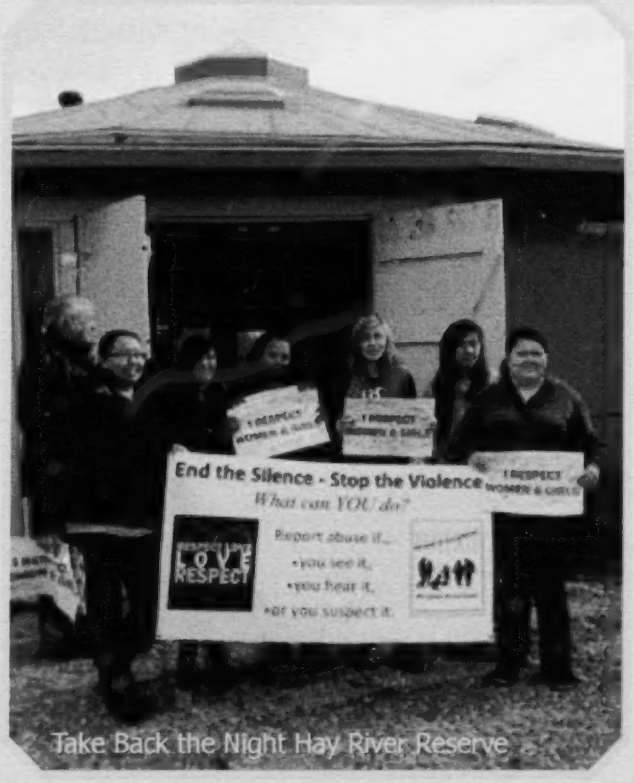
Family Violence Awareness Week Events

Safety School

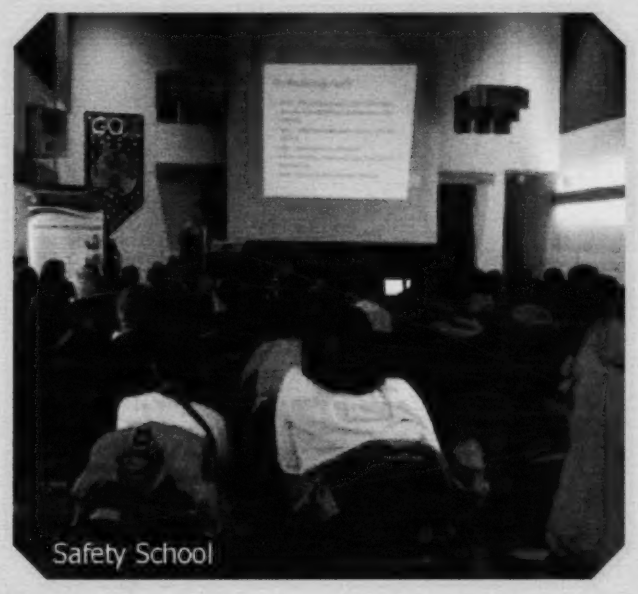
Partnering with Aurora College, we hosted the first Safety School in Yellowknife. The school had presentations from community organizations presentations on the newest research in family violence.

Organizations were invited to set up booths around the room while presentations were being given. Along with the public, Aurora College students attended the Safety School.

The Safety School was held at Northern United Place from 1:00-4:30 pm, and refreshments were provided. We also had an interactive table where people could create their own sign for the Take Back the Night March. The School was well received and we hope to host another one next year.



Take Back the Night Hay River Reserve


Safety School

Take Back the Night

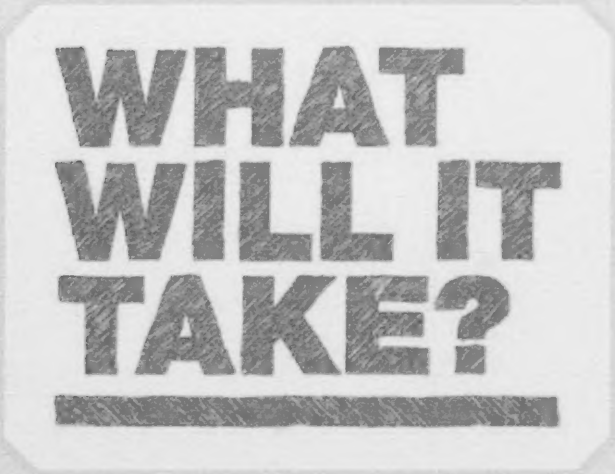
Take Back the Night March was held on the Friday of Family Violence Awareness Week (September 20 - 26, 2016).

Participants commented that having something happening every day of the week gave the movement momentum and had people talking about violence in relationships for a longer time frame.

We had over 200 people marching to end violence on streets in Yellowknife. There were several marches in other communities outside of the capital as well.

Family Violence

What Will It Take?



"What Will It Take?" Workshop

The workshops are aimed at empowering NWT residents to help reduce family violence and make their communities safer.

The workshops were designed to build awareness, sensitize audiences, and to provide in-depth information on being an active bystander. They allowed participants time to practice the skills they could need to support victims.

Participants when asked what they liked best about the workshop said:

"Content and the use of real live individuals from the North."

"Knowing more varieties of abuse and what we can do as bystanders."

"I liked the way they showed video clips and asked what was going on to see if anyone knew what's going on. Helps me understand more on what's going on."

Topics covered include:

- Specific warning signs of family violence;
- Key beliefs about family violence;
- How "bystanders" can make a difference and help reduce family violence;
- The role of the RCMP in reducing family violence and its impact on victims;
- What other northerners have to say about how they addressed family violence in their own lives or communities;
- Learn how to use a simple "SEE, NAME, DO" tool to assess potential bystander intervention situations; and
- Apply what has been learned to practice situations that involve family violence situations acted out by Northern actors.

You can apply to run your own "What Will It take?" workshop by emailing the Family Violence Prevention Consultant at fvp@gov.nt.ca. There is a toolkit available which includes a DVD that features NWT residents talking about what it is going to take to reduce family violence, a facilitator's guide equipped with a facilitator's script, workshop activities, handouts, and evaluation forms.

Community Workshops

The Council helped deliver 12 "What Will it Take?" workshops across the NWT through funding from the GNWT, Health & Social Services. The workshops themselves were developed in collaboration with the CAFV.

The Council split funding and support for communities into two streams.

- Stream One was for communities that were comfortable delivering their own workshops but needed a small grant to cover workshop expenses such as venues, supplies, and advertising.
    1. Tuktoyaktuk
    2. Fort Providence
    3. Fort Resolution
    4. Fort Simpson
    5. Aklavik
    6. Fort Liard
- Stream Two was for communities that wanted more in-depth support that included Council staff traveling to the community to deliver the training.
    1. Yellowknife
    2. Fort Good Hope
    3. Fort McPherson
    4. Inuvik
    5. Paulatuk
    6. Norman Wells

Both streams were provided the "What Will It Take?" Resource kit and support from the Council over the phone plus additional resources as requested.

Summary

The workshops were very well received and participants were happy that the workshops were delivered in their communities. We had such a great response from the beginning of the project that the original budget for advertising was not needed and was used instead towards supporting travel to the more remote communities that applied for stream two.

Participants remarked on how important it was to have these discussions and that they were happening at the community level.

Norman Wells

Family Violence

Dignity Bags

Why Make Dignity Bags?

The experience of fleeing violence can be overwhelming. Research has proven that positive social responses when dealing with a crisis often determines how well individuals heal from such a traumatic event. The purpose of the project is to build on an existing project that the Council has been delivering for three years.

Dignity Bags

Currently women fleeing violence receive Dignity Bags with information on emergency numbers, victim services, housing, etc. The bag also contains items to get them through a few days at the shelter such as socks, underwear, nightdress, feminine products, brush, and toiletries that are not covered under the current funds the shelters receive. The shelter directors have indicated to us that often women and children who are fleeing violence enter the shelter with only the clothes they are wearing. Women who have been in the shelter have indicated to us they felt the dignity bags offered them a small comfort during this difficult episode in their lives and was a small way of gaining some control over their lives.

Shelters are located in

- Yellowknife 1-866-223-7775,
- Fort Smith 1-877-872-5925,
- Inuvik 1-867-777-3877,
- Tuktoyaktuk 1-867-977-2000, and
- Hay River 1-867-874-6626.

Making Dignity Bags

Comfort Bags

At a two-day strategy session with the Coalition, the shelter directors indicated that when children come in with their mothers they too often have very little with them. It was recommended that we provide Comfort Bags containing age appropriate items to help children heal, such as books, crafts, a teddy bear, and a small gift card to buy a few essentials such as pajamas, underwear, and a change of clothes. Funding is being secured to offer this service in 2016/2017.

Expected Results and Benefits to the Community

About 120 women and 240 children will be impacted by the service provided with a noted positive shift in perspective on how we treat victims of crime. Five family violence shelters will be provided with the comfort bags and the Dignity Bags.

Working Together

The main concerns brought forward under this theme were supporting community work, working together and staying informed about the reality of women in the NWT. We need to work together in order to create change.

Communities can find themselves with very few resources due to their remoteness and size. Eleven communities do not have RCMP in town, some communities do not have full time nurses, others may have vacancies due to the transient nature of our workforce. It is imperative that organizations in communities find ways of working together in a collaborative way to maximize the resources available.

A community development approach, with the direction and involvement of community members, can be the foundation for change. Encouragement and support should be given to facilitate community processes to address community issues.

A key aspect of building capacity will be supporting the development of strong working relationships to address family violence within communities. The involvement and collaboration of all sectors of the community in addressing community issues will help create healthy and happy Northern communities.

Working Together

Recommendations from NWT Women (What we heard)

Women want:

- More on-going grassroots community development with women in each community. This could be through media events, campaigns/tool kits developed with community in mind, starting conversations, providing funding or linking to funding opportunities, etc.
- A survey representative of all the women in the NWT asking what they need or where they see concerns.
- For those services that serve more than one community and have a board of directors it would be of benefit to have women from each of the communities or representative regions that access the service.
- Continuation of the Wise Women Awards with six regions: North Slave, South Slave, Deh Cho, Beaufort, Sahtu, and Tłı̨chǫ.
- The Council to continue working with other women's organizations and strengthening connections to help support each other on collaborative approaches and unified messaging.
- Women to support other women.

Women's Groups at WWA 2015

National Coalition of Provincial and Territorial Advisory Councils on the Status of Women

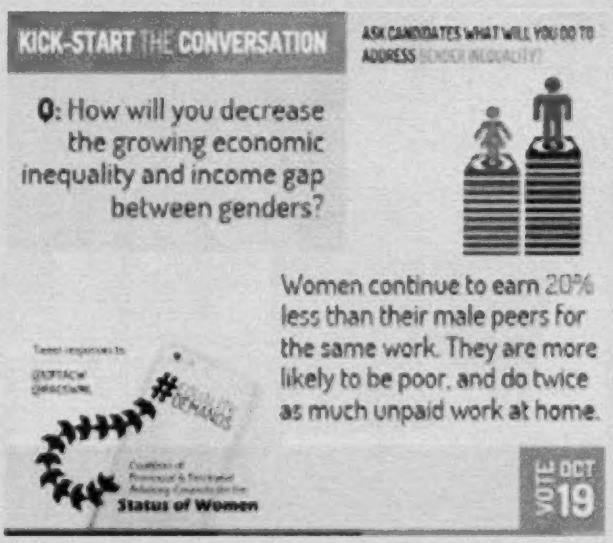
The National Coalition of Provincial and Territorial Advisory Councils on the Status of Women held its annual meeting in Halifax on September 17th and 18th, 2015. It was hosted by the Nova Scotia Advisory Council on the Status of Women and was again an opportunity to reinforce the work being done, while also sharing resources and best practices.

"The Coalition is a national voice for women," said Linda Ross, President/ CEO of Newfoundland and Labrador's Advisory Council and current Chairperson for the Coalition. "Together, we can work to increase equality between women and men, and increase governments' awareness about women's issues. While all the Coalition members are effective in their jurisdictions, collectively we can address the national dimensions of the work we do towards advancing gender equality".

The Coalition of Provincial and Territorial Advisory Councils on the Status of Women consists of provincial and territorial advisory bodies from across the country dedicated to advancing women's issues within their individual regions who come together in the interest of women on a national level. It was formed after the federal government eliminated the Canadian Advisory Council on the Status of Women in 1995.

During the meeting, the Coalition launched a Voter Card with pertinent questions regarding the status of women that could be used to kick-start conversations when talking to candidates before the 2015 Federal Election. The questions covered issues such as inaccessible housing, uneven availability of affordable child care, and the growing economic inequality and income gap between genders.

"As a supporter of the #UpForDebate Campaign, the Coalition is extremely disappointed with the cancellation of the federal debate on women's rights and gender equality issues. This voter card is our way of stating that the issues are still out there and they need to be discussed," said Linda Ross.


KICK-START THE CONVERSATION
ASK CANDIDATES WHAT WILL YOU DO TO ADDRESS
Q: How will you decrease the growing economic inequality and income gap between genders?
Women continue to earn 20% less than their male peers for the same work. They are more likely to be poor, and do twice as much unpaid work at home.
#
Status of Women
VOTE OCT 19

Working Together

Community Health Fairs

About the Fairs

Members of the Council were able to participate in the Community Health Fairs that happened throughout the North this year. The fairs were successful and offered the Council an opportunity to meet and speak with women in the communities outside of Yellowknife. Information on workshops, publications, and upcoming work we are developing was shared. Resource packages were sent to many of the communities. Recommendations were collected to add to our thoughtraiser project. The report will be presented to our Minister at our next face to face meeting in the fall.

Communities Visited

- N'Dilo
- Kakisa
- Hay River Reserve
- Jean Marie River
- Lutsel K'e
- Nahanni Butte
- Tulita
- Deline
- Fort Resolution
- Trout Lake
- Fort Simpson
- Wrigley

Kakisa

Fort Resolution

N'Dilo

Hay River Reserve

Working Together

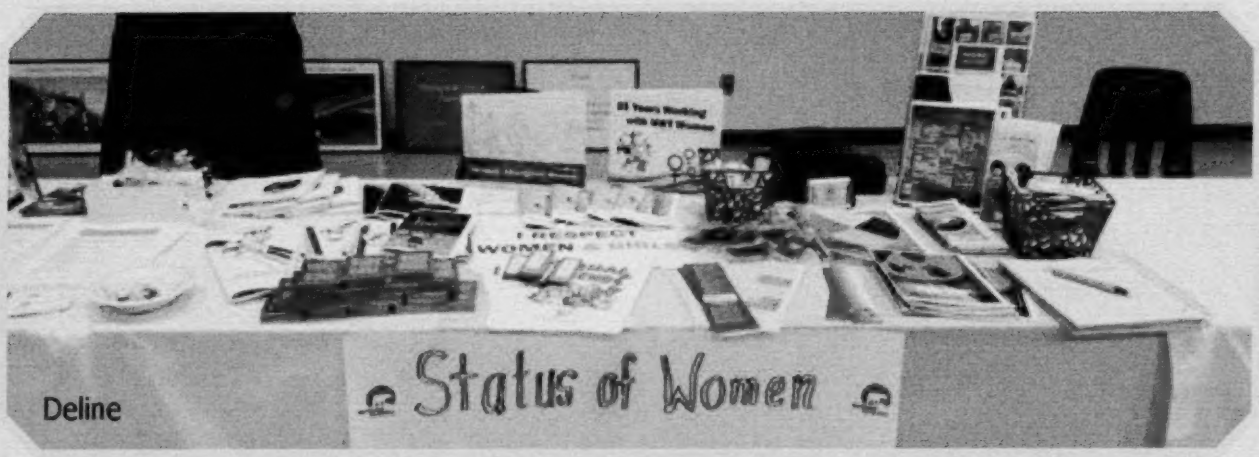
Community Health Fairs

Luksel K'e

Tulita

Flight Back from Tulita

Hay River Reserve



Deline

Working Together

Lunch & Learns

Presentations & Workshops

There are so many ways that we can make the lives of women and girls better in the NWT. The Council has developed several presentations and resources over the years based on what the community has asked for and what gaps have been identified by women in the NWT.

The Council understands that every community, organization or group has different needs. Therefore, we offer to either tailor existing presentations or create entirely new ones that address the concerns of the request.

We have helped with research, provided or created resources and developed ways that communities outside of Yellowknife can deliver workshops and presentations. We have also hosted Lunch & Learn sessions in the capital on a varity of different topics.

Some Lunch & Learns Provided this Year

- Self Care workshop. All the women of Fort Good Hope were invited out to a spa night with a focus on self care and self esteem. We did a presentation on "Walking with Confidence" and self care. There was a huge turn out.
- December 6th Vigil. This was a ceremony of mourning for the women who were murdered simply because they were women during the Montreal Massacre.
- Equality Day and many thoughtraisers.

Self Esteem Lunch & Learn

Working Together

Other Women's Groups

Native Women's Association

To provide training and educational programs for native women in the Western Arctic, so they can function more effectively in areas that affect their lives economically, socially, educationally, emotionally, culturally, and politically.

YWCA

Women and girls empowered in safe and equitable communities.

Yellowknife Women's Society

The mission statement of the YWS is to support and assist women and their families in empowering themselves so that they can develop their goals, achieve wellness, enjoy equality and be recognized for the contribution they make in the community,

- To recognize the needs of women and their children, identify the means to meet those needs through program development and funding initiatives, and
- To provide a safe and nurturing physical place for women and their families to meet and access programs and services.

Commitment to Inclusion

We have been working together brainstorming on how we can better support eachother. We are hoping to showcase our joint endeavors in the coming year on media releases, events, publications and training.

Meet & Greet

On International Women's Day just before the Wise Women Awards the Council hosted a Meet & Greet for people to learn more about the four women's groups and the new Minister Responsible for the Status of Women.

There was an art exhibit that showcased NWT women's talents. Many items were donated from private collections and from the Prince of Wales Northern Heritage Centre.

There was a pamphlet created that highlighted each organization's mandate, purpose, and key areas of concern. It also contained a biography of the Minister and information about the upcoming Wise Women event.

Later that evening we were treated to amazing musical talents of local female musicians.

Women's Leadership

Leadership has many facets. Leaders can be found in all areas of life. We can encourage and foster leadership not only in political life but in workplaces, schools, homes, and voluntary work.

The top concern women had with women's leadership was namely that we needed more women leaders. We also need to address building strong foundations with self-esteem, training for leadership roles, healthy respectful role modeling, and mentorship.

By providing campaign schools or workshops that focus on all levels of government we are reaching out to women and letting them know that it is possible and that people think they would be good at it. Schools have been held in the past and women have stated that it has given them tools to run a campaign. They found the opportunity a powerful networking tool giving them the words and concepts to more thoroughly understand politics and leadership as a whole. The council hopes to offer additional campaign schools not only in Yellowknife but in regional centers across the north.

There is a distinct lack of visible female leaders in roles such as MLAs, Chiefs and community leadership. The key to women running for political office is first knowing it can be done and second having support to get there. In the NWT there are many challenges to campaigning, getting elected ,and once elected being effective in your role. Gender issues are alive and well.

With only two women in the legislative assembly, it becomes a statement of how underrepresented we are at that level.

Women and girls have the skills and determination to become leaders and role models in the NWT.

Recommendations from NWT Women (What we heard)

Women want:

- Yearly scheduled campaign workshops/ schools that focus on all orders of government. There would need to be a recruitment component to this training as well. The training would need to be offered, if not in every community, at least in the regional centres or have a travel budget for women from communities to attend. Possible partnerships could be formed with MACA who may be doing similar training, but currently are not focused on women.
- A mentoring program in communities to help women pursue educational goals. These mentors would be trained and supported in how to give guidance and leadership then placed on a list so that they could take mentees and help promote goal setting.
- Work done on building strong foundations of self-esteem. This could be done through a youth conference and through various resources and/or tools.
- More women in high leadership roles, and for our top leaders that are non-female to role model treating women as equal partners and showing respect to their female colleagues.

YK Territorial Election Forum 2015 on Women's Issues

"You can do this, open your mind, let the energy flow and things that are meant to be will be."

~ Campaign School Participant when asked what they would say to encourage women to run.

"Building a powerful team with strong skill sets, know why you want to run and understand what you want to achieve."

~ Campaign School Participant when asked what two things she would take away from the school

Women's Leadership

Wise Women Awards

About the Awards

The Status of Women Council has been hosting this award since 1992. The Council has been recognizing women for their time, commitment, and work in improving the lives of women and families in their communities through the Wise Women Awards. The awards are meant to honor women who are role models in their communities. It recognizes the advocacy work, support, and dedication to improving the status of women and is meant to encourage women to continue their great work.

Agenda

Meet & Greet

Photo Booth - Jennifer Winsor

MC - Gail Cyr

Blessing - Sisters of the Sacred Circle

Welcome - Lorraine Phaneuf

Opening Remarks -
Honorable Caroline Cochrane, Minister Responsible for the Status of Women

Bread & Roses March - Dawn Lacey

Presentation of Awards -
by Status of Women Board Members

Musical Celebration - Leela Gilday, Greyson Gritt, Sisters of the Sacred Circle, Miranda Currie, Karen Novak, Moira Cameron and Dawn Lacey

2015 Wise Women Award Winners

Denise McDonald
Beaufort Delta Region

Denise is the truest vision of leading by example. She has organized, volunteered for, and participated in a plethora of community events such as clothing drives and the annual walk to Tuk. She is personally dedicated to the people in her community. Denise has been an educator for 32 years and is passionate about culture-based education and aboriginal languages. She has coordinated moose hide tanning camps and mentored countless young educators. A dynamic leader, teacher, coach, member of the church, mentor, volunteer, friend, Denise has touched all our lives. She is happiest when spending time on the land, helping people, and sewing.

Dora Grandjambe
Sahtu Region

Dora improves the lives of everyone around her. She has worked for over 40 years to teach language and is celebrated as an expert on cultural traditions. The community takes heart and strength from her wisdom. Though life has not been easy for her she carries herself with courage and practices daily the traditional teachings of her people. She is a favored interpreter and translator for unilingual elders and competent in at least five dialects. Even when life has been unfair Dora is the first to help guide others in need. Like her late mother before her Alice Masuzumi, Dora was born to be a keeper.

Women's Leadership

2015 Wise Women Award Winners

Edna Dow
South Slave Region

Edna believes strongly in the principle of paying it forward. She is known throughout the community for her helpfulness and kindness. Starting with her neighborhood and working outward she has been the driving force behind the Secret Santa program in Hay River for over 25 years. She has created strong community partnerships joining forces with volunteers to provide for the increasing number of people in need. Edna honors what she has learned from her Metis heritage by raising a community. Through her actions she has taught and trained a whole community how to reach out, respect one another, and care for people.

Emily Saunders
North Slave Region

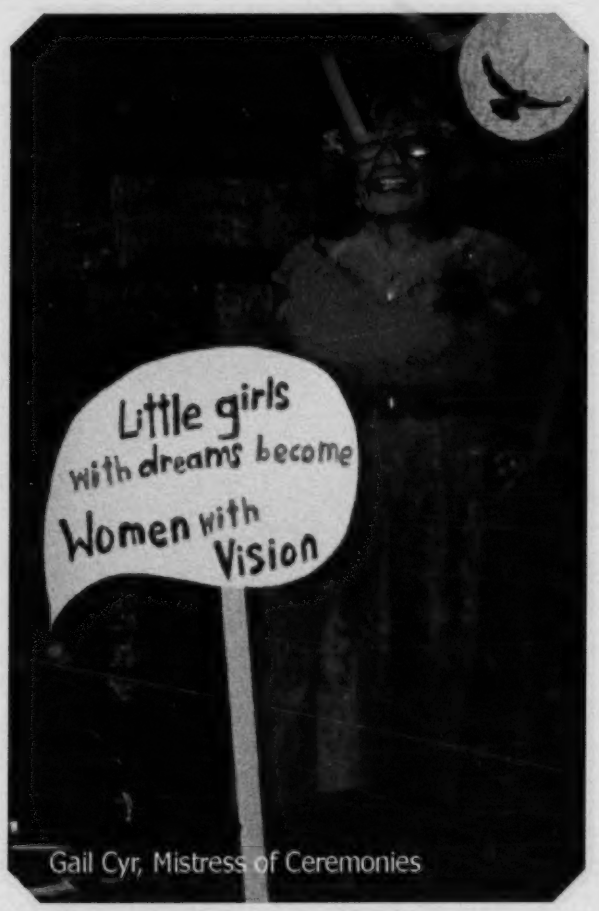
Emily is always ready to help others. She utilizes her past experience and traditional knowledge to help those in crisis and provide comfort to elders in their time of need. She never has to be asked and is the first one to step up and gather others. A beautiful example to the community as an elder, role model and wise woman, Emily is often the person called to learn about protocol, traditional ways, and traditional healing. She has been committed to wellness throughout her life in her roles as a coroner, addictions councillor and much more. The community is more complete with her presence.

Women's Leadership

2015 Wise Women Award Winners

Martina Norwegian
Deh Cho Region

Martina was born and raised in Liidlii Kue and comes from humble beginnings. She has learned through experience to not take anyone for granted in her life and is a voice of women who struggle to find their own voice. Martina is passionate about language and speaks South Slavey. Her dedication to education is strong as she is chairperson for the Dehcho Divisional Education Council and sits on the Local District Education Authority. She is dedicated to spreading the word of God and is a representative for On Eagle's Wings, a children's ministry program. She has been involved with the historical society preserving the local history for 25 years. Martina is a strong leader that has a quiet and caring nature always helping to empower women to be their best.



Gail Cyr, Mistress of Ceremonies

Women's Leadership

Federal Election & Questions

Childcare

The majority of Canadian mothers with young children are part of the Canadian labour force, yet affordable child care is rarely available.

Question: What will you do to develop an action plan for quality child care all families can afford and count on?

Question is from:
http://www.childcarecanada.org/documents/research-policy-practice/15/06/vote-child-care-2015-pledge

Other sources:
http://canadianlabour.ca/issues-research/quality-affordable-child-care

http://www.childcarecanada.org/documents/child-care-news/15/08/election-issues-2015-maclean%E2%80%99s-primer-child-care

Violence Against Women

On average, every six days a woman in Canada is killed by her intimate partner. More than 3,300 women sleep in emergency shelters on any given day.

Question: What is your view on developing a national action plan to end violence against women?

Question is from:
The Coalition of P/T Advisory Councils on the Status of Women
Source:
http://www.canadianwomen.org/facts-about-violence#2

Immigrant Women

The number of Permanent Residents and Temporary Foreign Workers in the NWT has continued to increase over the past decade and yet there are only two people in the NWT that can help them access immigration. The only CIC Officer and the MP both frequently travel and can be unavailable leaving new immigrants to navigate their process mostly alone.

Question: What do you plan to do to help those who wish to immigrate to the NWT?

Source:
http://www.cic.gc.ca/english/resources/statistics/facts2014/permanent/11.asp

http://www.cic.gc.ca/english/resources/statistics/facts2013/temporary/1-8.asp

You can find the Candidates answers at
www.statusofwomen.nt.ca/Federal.html

Territorial Election & Questions

Written Questions to All Candidates

1. According to Statistics Canada's 2013 Statistical Profile of Family Violence in Canada, the number of RCMP-reported incidents of family violence in the NWT (physical and sexual assaults) was more than nine times the national average. The number of incidents where the victim was a child was more than 4 times the national average. The number of incidents where the victim was a senior woman (over 65) was more than 19 times the national average.

2. The terms equity and equality are sometimes used interchangeably, which can led to Confusion because while these concepts are related, there are important differences.

Equality says that everyone should get the same things. It's a good concept, but it's really only fair if everyone starts from the same place and needs the same things.

Equity involves trying to understand and give people what they need in order to have the same benefits and opportunities.

How do you plan to make NWT women more **equitable** in the NWT? What policies or legislation do you propose could change this.

Territorial Forum

You can find the Candidates answers at
www.statusofwomen.nt.ca/Territorial.html

Women's Leadership

2015 Territorial Election

2015 Women's Forum

During the 2015 territorial election, the Status of Women Council of the NWT, in partnership with YWCA Yellowknife, Native Women's Association of the NWT, Yellowknife Women's Society and Alternatives North invited all Yellowknife candidates to participate in an All-Yellowknife Candidates Forum to answer questions related issues of concern to NWT women.

The forum was held on Tuesday, November 17, 2015 at the Northern United Place auditorium from 6:00pm – 9:00pm. Each of the participating women's organizations asked questions to the candidates on matters of interest to women in the NWT, according to their organizations' mandates.

To keep the questions interesting for the audience and fair to the participants, the women's organizations prepared up to three questions, but only one question was asked to all the candidates in each riding. The questions, ridings, and order of candidates were randomly selected. The forum was very well attended (more so than any other public forum held during the election), was streamed live online on Ustream TV, and was played several times on the NWT News Channel.

Forum Questions

Status of Women Council

1. The prevalence of family violence in the Northwest Territories is staggering. While women and men are both perpetrators and victims, the violence against women and girls is far more severe, and more often lethal. If elected, what initiatives do you think are important to address family violence?
2. There is a lack of female representation in our leadership in the Legislative Assembly. If an equal number of women are not elected in this election, what policies might you implement to achieve a more equitable representation of half the population for the next four years?
3. The level of poverty in the Northwest Territories is an issue for all residents, and the last Assembly began to take steps to address it. We know that the reasons women and men experience poverty are different. How do you think the GNWT should approach gender differences when it comes to alleviating poverty in the Northwest Territories?

You can find the Candidates answers at
www.youtube.com/watch?v=9gBOFJ7maoc

Forum Questions

Alternatives North

1. Horizontal hydraulic fracturing, or fracking, is relatively new technology to access oil and gas. There are serious concerns about human and environmental impacts of the activity. Two petitions, signed by 800 to 1200 NWT residents, called for a comprehensive, transparent and public review of the risks of fracking, and whether the risks are acceptable or not. The Dene Nation, the Sahtu, Gwich'in, Dehcho, Tłı̨chǫ, and Akaitcho governments all passed motions or resolutions calling for a similar review, a moratorium, or ban on fracking. To date, the GNWT has ignored or refused all these calls.

   Acknowledging that women and children often bear the brunt of negative impacts from industrial extractive activities, would you support a moratorium or a ban on horizontal hydraulic fracturing? Why, or why not, and under what conditions would you allow fracking in the NWT?

2. Poverty is a major cost to society wherever it exists in terms of health care and other services provided by government. The NWT has one of the largest gaps between high and lowest income of any Canadian jurisdiction. Poverty is a gender issue. It disproportionately impacts women.

   If elected, what will you do to reduce poverty, socio-economic inequality and food insecurity in Yellowknife and the NWT?

3. "Alleviating poverty and creating good, reliable jobs are crucial issues for residents in the Northwest Territories. Unemployment rates in each of the three territories are higher than the national average. Young Canadians are also particularly affected, dealing with double the national unemployment rate. Nearly three quarters of the new jobs created in the past six years have also been shaky – either part-time, temporary or in the self-employment sector.

   With that in mind, how will you make sure there are jobs that employ northerners, particularly women?

You can find the Candidates answers at
www.youtube.com/watch?v=9gBOFJ7maoc

Women's Leadership

Forum Questions

YWCA

1. Women are disproportionately responsible for unpaid care giving. And a lack of affordable early learning and childcare programs limit women's opportunities for full participation in the workforce. How will you ensure that all women in the Northwest Territories have access to early learning and childcare opportunities?
2. There is no shelter anywhere in the Northwest Territories dedicated to girls under 19 yet these children are often homeless as a result of some form of abuse and are highly vulnerable to further or ongoing harm or exploitation. What are some of the problems you think lead young girls to be homeless and what ideas do you have to end it?
3. When families and individuals begin to experience a crisis other aspects of life often begin to deteriorate. Any one of the following can lead to the others: unemployment, financial debt, conflict with the law, physical illness or onset of disability, addictions, family breakdown, family violence. Yet the various social supports that exist to assist with any one of these needs are in disparate government departments or sub departments. Do you see this as a problem facing the government? If not, why not? If yes, what kinds of steps will you take to solve it?

Yellowknife Women's Society

1. Women often face barriers to accessing mental health and addiction services due to a variety of factors, such as a lack of safe and stable housing, limited child care options, and a scarcity of northern treatment options. What would you do to address these barriers, in order to improve women's access to treatment?

Native Women's Association of the NWT

1. How will you work with the Native Women's Association of the NWT to address social and economic issues in the North?
2. Can you identify 2 systemic issues that contribute to MMIW and how would you address this in the North?

You can find the Candidates answers at
www.youtube.com/watch?v=9gBOFJ7maoc

Women's Health

Women's Health

Good health, safety and healthy relationships are critical to the well being of women and girls in the North.

A balanced life has many components. It requires equitable access to resources, information and healthcare.

Leading a healthy lifestyle requires accessibility to medical care, exercise, healthy foods, mental health services, emergency services and aftercare service. Given the complexities of accessing services in remote locations, it is important for agencies to find ways of delivering services to communities with few resources.

Information on health is crucial to understanding the benefits of a healthy lifestyle. Health education builds knowledge, skills and positive attitudes about health. It teaches about social health, physical health and emotional health. It can also encourages women and girls to improve and maintain their health.

Strategies for change and improved services should include, fostering innovative and collaborative solutions on how all northerners access healthcare services equitably.

Women's Health

Recommendations from NWT Women (What we heard)

Women want:

- 911 access across the NWT.
- Well funded and staffed mental health and addictions facilities that are regional.
- Strength-based addictions/treatment options that are culturally appropriate and have built in aftercare components for clients in their home community. These programs would identify key community supports and services that could be accessed once detoxification procedures are complete.
- All frontline workers trained in Motivational Interviewing.
- A true 24 hour mental health emergency line that employs people who live in the NWT.
- Programs that acknowledge the past (such as residential schools) and provide strength-based ways to move forward. These programs would look at reconnecting women with the power of choices and look at self-esteem, leadership, skill growth, and traditions that see women as partners supports in the community.

Women's Health

Motivational Interviewing Training

We provided a 3-day training workshop hosted during Victims of Crime Awareness Week in Yellowknife April 21 – 23, 2015.

This workshop served to enhance practical skills that bolster the usefulness of both casual and formal conversations, where building motivation-for-change is the goal.

Key Content Included

- How being victimized by crime can affect readiness, willingness, and ability to engage with referral and with various behavior changes.
- Core Motivational Interviewing skills to create and maintain a safe, motivational environment where victims of violence can explore the pros and cons of pursuing potential changes.
- Helper behaviors that support or challenge engagement for clients who have histories with persuasion, manipulation and coercion.
- Why internal motivation is more important than simple "compliance" when change is the target.
- How various Motivational Interviewing skills can be used to help victims of crime to develop focus in the process of seeking and in prioritizing tasks that often follow from a victim experience.
- Four processes of useful conversations that are under the control of the helper when working with emotionally vulnerable people.
- Helpful ways to offer information and suggestions in order to prevent "push back".
- Listening for what the client needs to hear (and what to do with such information)
- Skills for avoiding a "conversational breakup" (or "divorce").
- Getting back tougher after an accidental "conversational breakup".
- Ethical considerations in enhancing motivation for various potential changes.

Paul Burke, MI Trainer

Funding provided by Canada Justice.

Women's Health

Nursing Practicum Student

Sarah Pope

The Status of Women Council for the NWT partnered with Aurora College, Yellowknife during 2015-2016 in taking on a mentorship role for a Bachelor of Science in Nursing student. Sarah Pope completed two clinical placements (semesters) with the Council. Her learning themes were Community Health Promotion and Leadership. It was a pleasure working and traveling with her. Sarah was able to come with us to Inuvik and Fort McPherson to help host two "What Will It Take?" workshops. She also helped create and/or provide support on many resources pertaining to both physical and emotional health for women while at the Council. We would like like to thank Sarah for her hard work and wish her well practicing as a nurse in the future.

"As a nursing student at Aurora College I felt extremely privileged to work with the Status of Women Council. They facilitated my learning experience with advocacy and practical application of resources for northern women. Viewing healthcare through a gender equity lens has become a passion of mine, as the concepts I learned in the classroom were brought to life for me through the outstanding work of this organization. When I had academic freedom I chose women's health as a focus and was pleased to provide the Council with a few additional resources."

~Sarah Pope

Inuvik

Resources and Supports During Clinical Placement

Abortion

The Status of Women Council was asked to comment regarding exclusion of the NWT in a Canadian survey for the potential approval for usage of mifepristone (an abortifacient) conducted by a University of Ottawa graduate student. Sarah contacted community stakeholders including health care practitioners, programs, and provided up to date research for the Council. The media strongly favored the Councils response. See article below:

www.nnsl.com/frames/newspapers/2015-07/jul24_15ab.html

Menopause Presentation

As part of a leadership in nursing class Sarah felt that there was a need for more up to date information on menopause. As both menopause and thyroid dysfunction originate in the endocrine system they have antagonistic (and similar) symptoms; therefore it is important to differentiate between them. Sarah created a presentation on the effects, signs, symptoms, and available treatments including non-pharmacological options for women. The Council now has this presentation as a resource that can be requested.

Single Parent Resource

During Sarah's Community Health Promotion placement she was able to partner with organizations and individuals in researching and developing a single parent resource presentation. This presentation targets single parents in Yellowknife, and assists them in connecting with community supports and resources that parents have identified as important.

Thyroid Presentation Poster

For Sarah's nursing research class the semester project was an educational poster. She chose to focus on Thyroid Dysfunction which is primarily a women's health concern. The poster informs the public about the risk factors, signs, symptoms, and tests available for determining thyroid function. The Council presented this poster at a Health Fair in Yellowknife 2015.

Women's Health

Advocacy and Community Developement

Personal Advocacy

The Council serves as a referral agency and provides advocacy in many different ways. Services that are offered are fax, phone, and internet use for clients to locate jobs or help their particular case along. Staff can accompany individuals to appointments such as medical, legal, court, human rights, income support, housing or other. On occasion if the issue fits with our mandate we will lobby on behalf of clients as well.

We do not provide counselling on legal services. At times, staff may use motivational interviewing and other forms of listening to help move a client in the direction they want to go. Staff can assist with writing or formatting letters or resumes. Whatever the issue may be the Council is here to listen and find the best path in order to resolve/help the issues that women in the NWT face.

Community Development

The Council provides a wide range of community services to help other community groups that focus on women.

The Council is always open to helping small communities with their events by providing support and advice when possible. We also provide support letters to causes that support our mandate.

Resource and Video Library

The Council provides resources to community agencies throughout the Northwest Territories by request through the Council's free video and resource lending library, which serves all NWT communities. A video catalogue is available on our website. Drop by the Council's office to check out the resource library, and the large selection of research reports on various topics. Occasionally staff receives requests for these resources outside of the territory and we do our best to accommodate these requests.

In 2015-2016, we added the following mail outs and new resources to the library:

- Newsletters
- Family Violence Awareness Week Kit & Take Back the Night information
- December 6th information
- Annual Report
- What Will It Take? Workshop information
- Wise Women Nomination Form
- Federal and Territorial Election information
- Thoughtraiser information

Childcare

Quality affordable childcare remains a high priority for the Council. Women identified many areas of concern specific to childcare ranging from access and availability to supports and different forms of care. There is still an overall lack of affordable childcare across the NWT.

One barrier to women entering the work force or accessing education is childcare. This is especially true for women wishing to go into fields that require shift work or fly in work. There are no facilities that are open in the evenings and no childcare services are offered 24 hours for women wishing to work in the mining industry.

It is critical that we consistently provide educational opportunities for residents to receive training in how to run a day home and early childhood development.

Those that look after our children need to be paid a fair living wage. Women have stated that they want to have child care facilities or homes that not only run with a high standard in their operations, but also in the way they treat their employees.

We heard that more supports should be offered to allow one parent to stay home at least until a child is of school age.

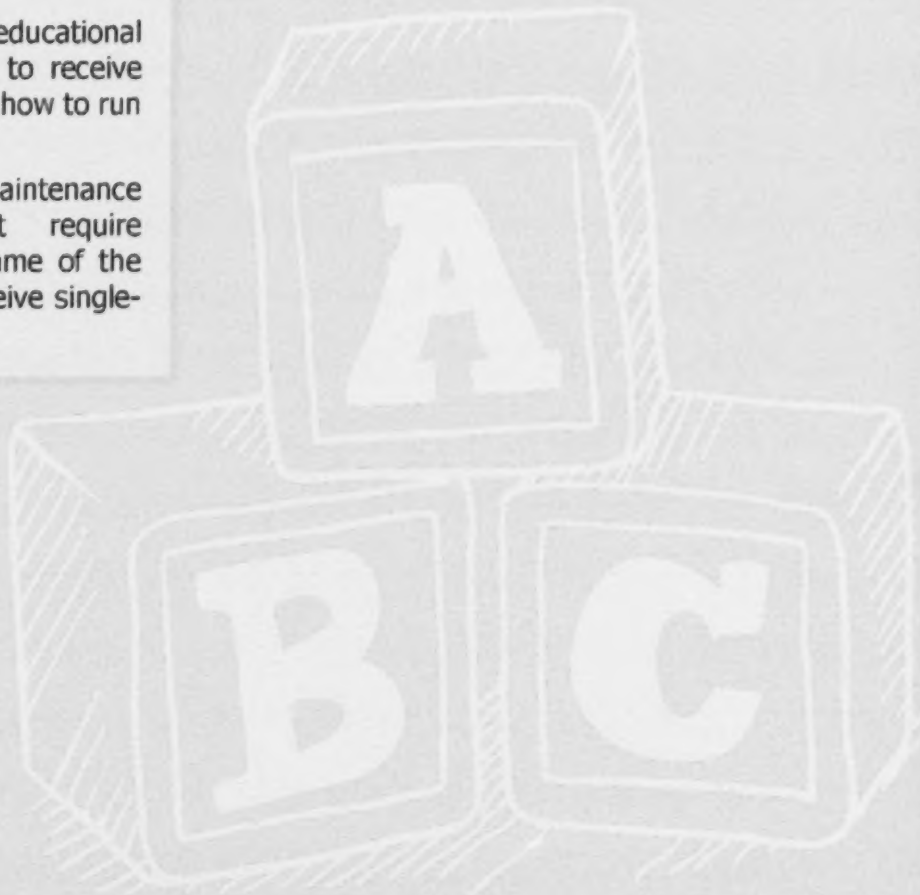
There was concern raised about the requirement that a single mother must identify the paternal parent of her child/ children in order to receive income support for her child/children. This is problematic for several reasons, including the possibility that a single mother may not know who the paternal parent is, or disclosing may put her family in danger. It is therefore recommended that this requirement be amended.

Childcare

Recommendations from NWT Women (What we heard)

Women want:

- More supports to make it possible for one parent to stay home with children, especially pre-schoolers.
- Access to free quality childcare.
- Access to childcare for shift workers or persons who work outside of banker's hours.
- Support groups for parents and more programs with childcare included. This includes childcare options at Aurora College and for fly in work.
- Workshops on traditional parenting.
- More qualified childcare workers that are paid a fair wage.
- Accessible and consistant educational opportunities in the NWT to receive training in childcare and/or how to run a day home.
- Fixes to problematic maintenance enforcement rules that require mothers to divulge the name of the father before they can receive single-parent income support.



Lobbying

Retroactive Universal Child Care Benefit Payments

The Council made a key recommendation to the GNWT to exclude the retroactive payments of the Universal Child Care Benefit changes so that women on income assistance would not have this benefit clawed back. The GNWT moved quickly to address this issue. Please see the below media release for further information.

www.gov.nt.ca/newsroom/news/nwt-addresses-universal-child-care-benefit-payments

Meetings

Every year we meet with Senator Nick G. Sibbeston's assistant Hayden Trenholm in order to discuss concerns that women in the NWT have. This year we addressed the need for a national child care strategy that focuses on affordable and quality childcare for all.

Future Planning

Over the past few years the Council has been providing dignity bags to shelters. We have received several requests for something for children. The Council has applied for funding to create Comfort Bags to address this concern. Look forward to our next annual report for further information.

Other Concerns (What we heard)

There were four other concerns that did not really fit in the major five that were identified at the beginning. They were equality in general, poverty, housing, and the environment. Here is a little further insight to each of these concerns with their corresponding recommendation.

Equality

Both men and women make positive long lasting contributions to society. They affect their children's lives, help shape the world we live in, and together can create a world that is fair to all genders.

Recommendation from NWT Women

- We need to reconnect people with the Dene Laws and teach how women and men can work together with respect and in partnership with one another: not seeing one as more important or more powerful but as equals that contribute to their society.

Poverty

Many women and children suffer from poverty. Relying on maintenance enforcement payments that are sporadic, income assistance and food hampers to get by sometimes feels overwhelming. Families living in poverty often do not have the same access to services. Poverty often looks different for women and men. The wage gap is still prevalent and most single parents are women. Innovative anti-poverty strategies need to be developed and implemented to reduce poverty in the North.

Recommendation from NWT Women

- Front line staff need to have continued training on trauma and how clients react when facing multiple issues.

Other Concerns (What we heard)

Housing

Every person should have some form of shelter option open to them if they choose to seek it. At least a few of these options should focus on harm reduction models or housing first models and meet people where they are at.

Recommendation from NWT Women

- Affordable housing for senior women
- Adequate shelter system for women that does not focus soley on the "deserving" poor

Environment

We all have to share the earth and the resources that are cultivated from it. Women are concerned about the environment that their children and grandchildren will grow up in. Protecting the land and water so that future generations can enjoy a healthy planet is important. A balance between resource development and conservation and/or reclamation needs to be developed with women at the heart of the discussion.

Recommendation from NWT Women

- Women need to be part of the discussions around resource development, reclamation and conservation of the environment.
- We need to develop, implement, and reinforce environmental standards from issues as small as not using bottled water to as big as carbon emissions.

Other Activities

16 Days of Activism Against Gender Violence
November 25th to December 10th

A social media campaign on facebook was done throughout this period to engage our subscribers to join us in the fight against gender violence. We posted links to videos, statistics and information other campaigns that speak to gender violence and inequality.

November 25th

Join the UNiTE campaign by painting the world orange www.unwomen.org/en/what-we-do/ending-violence-against-women/take-action/16-days-of-activism

November 26th

Take action by creating your own group or partnering with other groups to create change. Here are some really good tips on how to establish a new activist organization or collective. http://16dayscwgl.rutgers.edu/2015-campaign/take-action-kit

November 27th

Can how the media cover events effect how we perceive what happened? We offered three videos that cover the same incident. www.youtube.com/watch?v=v_9dqCb1rqE, www.youtube.com/watch?v=P9IMhZJLEA8, and www.youtube.com/watch?v=IPK6EIe44dw Gives you something to think about when reading or watching the news.

November 28th

Kids can often be our greatest teachers. Watch how these kids react to a video called "Slap Her" www.youtube.com/watch?v=Ar20hv0rpBM

November 29th

Take the Pledge to #EndViolence: We are all part of the solution! The Government of Canada is urging all Canadians to commit to ending violence against women and girls, now and throughout the year. You can start by taking the pledge and asking your friends and family to do the same on social media. Go to www.swc-cfc.gc.ca/commemoration/vaw-vff/pledge-en.php where you can take the following pledge to end violence.

"Yes, I believe all women and girls deserve a life free of violence! I hereby pledge to take action to end violence against women and girls."

November 30th

Can men be feminists? YES! It is crucial for men to participate in building respectful relationships with women and other men. This video speaks to that www.youtube.com/watch?v=_NufbKwnggA. Here is a great video by Jackson Katz that speaks to ending men's violence against women www.youtube.com/watch?v=KTvSfeCRxe8. If you are concerned about anger in your relationships, "A New Day" offer free counselling in Yellowknife. Call 873-2201 for more information or visit www.ttopfc.com/a-new-day.html

December 1st

Making decisions in life can be hard. We need to look at all the options we have in order to be better people.

Other Activities

Watch this video www.youtube.com/watch?v=lxWSGwJzDIY and come up with 26 different ways you could promote respect or stop gender violence. Comment with the best option you came up with.

December 2nd

Can we change this story? Though this video is from Australia it paints a very similar picture of our communities in the north. www.youtube.com/watch?v=b62CU28ArPo

December 3rd

Small acts of kindness and respect can go a long way. Please watch this video www.youtube.com/watch?v=PT-HBI2TVtI and think of the many small acts of kindness you could do to help promote a respectful, equal community where we all care for each other.

December 4th

"Voices against Violence" is a co-educational curriculum developed by the World Association of Girl Guides and Girl Scouts (WAGGGS) and UN Women, with inputs from young people. Designed for various age groups ranging from 5 to 25 years, it provides young people with tools and expertise to understand the root causes of violence in their communities, to educate and involve their peers and communities to prevent such violence, and to learn about where to access support if violence is experienced. - See more at: www.unwomen.org/en/digital-library/publications/2013/10/voices-against-violence-curriculum

December 5th

N'Dilo School Gym community health fair. 20 service providers. Sponsored by YK Dene.

December 6th

Vigil to remember those we have lost and take action on gender violence.

December 7th

Dress codes: are they a good idea? Can they be sexist? Here are two women's thoughts www.youtube.com/watch?v=41J4XBjqOrw or www.youtube.com/watch?v=-cnHDt-h9is

December 8th

Society often places blame of violent acts on what the victim was doing to deserve the violence instead of placing the blame where it belongs... with the person who chose to be violent. Here are a few examples of what victim blaming looks like msmagazine.com/blog/2013/05/28/rape-splaining-10-examples-of-victim-blaming/. Here are is an activity that can help demonstrate victim blaming to others stoprelationshipabuse.org/educated/avoiding-victim-blaming/exercise/

December 9th

"Because it's 2015" ~ Justin Trudeau www.youtube.com/watch?v=e6vhRrRsP7s. "Justin Trudeau stocked his Cabinet with 50% women. History suggests the country will benefit" read more here time.com/4101749/justin-trudeau-women-cabinet-parliament-government/

December 10th

International Human Rights Day.
www.youtube.com/watch?v=7WfT7FjJnw

Meeting with Minister

Questions Asked October 2015 Meeting with the Honorable Bob McLeod

Eligibility to Run for Office

If you are convicted of a criminal offence can you still run for MLA? Are there any policies or legislation in place that keep MLAs accountable if they are convicted of a serious crime?

Income Support

When women enter the shelter they no longer receive income support payments. Is there a way for that money that would have been accessed by her to be transfer to the shelter to help provide the care and services she is accessing?

Women with children are required to divulge the name of the child's father in order to receive income support. The reasoning behind this is so that they can receive maintenance enforcement payments. There are several reasons why this is problematic and in the end women are not receiving the income support they need to raise their families. This can put women and their families at risk for violence from the father. It is also hard if a women does not know who the father is placing more shame on her when accesses services. Are there ways that this rule can be amended in the next legislative assembly? How would we go about changing this?

Addictions and Mental Health

Addictions and Mental Health are still a huge problem in our communities. Even when people accesses support from down south or access treatment programs there is no aftercare to help people cope and maintain their sobriety and mental stability. What would be the best steps in lobbying the next government for proper and well supported aftercare throughout the whole NWT?

Thank you to Minister

I want to thank you for your leadership. With your support we have been able to better support women who wish to run for office, provided more support to women in the NWT and through the increase in funding support our staff in all the work that they do. We want to commend you on your work at the round table. It is hard work but you have started the very hard work that is needed to create change in our country. Thank you for always being available to listen to our questions and have an honest dialogue with the Council. We wish you luck in the upcoming election and will miss you as our Minister.

Meeting with Minister

Questions Asked March 2016 Meeting with the Honorable Caroline Cochrane

Campaign schools

Having women at leadership tables in integral on how legislative policies and decisions are conducted. With only 2 women elected in the legislative assembly the council is keen on continuing some of the work it has done in preparing women to run for political office.

Women and Leadership are a priority for both the Status of Women and the

New government. The council will be looking at options to conduct a leadership program. How can we work together to resource this important endeavor?

Wise Women

Wise Women are role models that have been celebrated by the Status of Women Council since

1992. It is also an opportunity for the council to provide a territorial event to honor and showcase our regional board of directors and our regional wise women recipients. Our council has been notified we will no longer be eligible for funding through the Women's Initiative Fund. Our hope that this important event can be funded in our core funding to ensure the continuity of this celebration of women.

Collaboration

For our 25th Anniversary the Status of Women Council of the NWT wanted to hear from community women as to what they see as the top priorities facing NWT women. The women have answered and identified several concerns.

Our thought raisers have addressed family violence, collaboration within the women's groups, health, leadership, and childcare. The council will be developing a report for the minister and we hope to work closely with you and strategize on how collaborate on achieving these priorities which are in unison.

Election Act

The Status of Women Council of the NWT is concerned that our current Elections and Plebiscites Act allows people to serve as Members of the Legislative Assembly who would not be allowed to work as cleaning staff at the Legislative Assembly, as cleaning staff have to meet a higher standard than MLAs in terms of not having a criminal record.

Subject to internal legal review, if we recommend changes to the NWT Elections & Plebiscites Act that would impose stricter criteria for MLA candidates including limitations on the ability of someone with a criminal record to run for and hold office, would you be prepared to bring that to Cabinet with a recommendation to Cabinet that the changes would be proposed to the Legislative Assembly?

Status of Women Council
of the Northwest Territories
Yellowknife, NT

Financial Statements
March 31, 2016

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Status of Women Council
of the N.W.T.

P.O. Box 1320, Yellowknife, NWT X1A 2L9

MANAGEMENTS'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The accompanying financial statements of the Status of Women Council of the Northwest Territories are the responsibility of the management and have been approved by the directors.

The financial statements have been prepared by the management in accordance with generally accepted accounting principles for the public sector and include some amounts that are necessarily based on management's best estimates and judgment. Financial information presented elsewhere in the annual report is consistent with that contained in the financial statements.

The Council maintains systems in internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and that the Council's assets are appropriately accounted for and adequately safeguarded.

The directors are responsible for ensuring that management fulfills its responsibilities for financial reporting and are ultimately responsible for reviewing and approving the financial statements. The directors carry out this responsibility principally through review of the annual budgets, comparison of actual results to budgets on a periodic basis, approval of the financial statements, and engagement of the external auditor.

The auditor annually provides an independent, objective audit for the purpose of expressing an opinion on the financial statements in accordance with generally accepted auditing standards.

Lorraine Phaneuf
Executive Director

Lorraine Phaneuf

Yellowknife, Northwest Territories
July 4, 2016

Independent Auditor's Report

To the Directors of Status of Women Council of the Northwest Territories

I have audited the statement of financial statements of The Status of Women Council of the Northwest Territories, which comprise the statements of financial position as at March 31 2016, and the statements of operations, changes in net financial assets, and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility
My responsibility is to express an opinion on these financial statements based on my audits. I conducted my audits in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparations and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion
In my opinion these financial statements present fairly, in all material respects, the financial position of the Status of Women Council of the Northwest Territories as at March 31, 2016, and the results of its operations, changes in net financial assets, and cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Other matter

As required by the Financial Administration Act of the Northwest Territories, I report that, in my opinion, the accounting principles in Canadian public sector accounting standards have been applied.

Further in my opinion, proper books of account have been kept by the Status of Women Council of the Northwest Territories and the financial statements are in agreement therewith. In addition, the transactions of the Status of Women Council of the Northwest Territories that have come to my notice during my audits of the financial statements have, in all significant respects, been in accordance with Part 1X of the Financial Administration Act of the Northwest Territories and regulations; the *Status of Women Council Act* (Act) and regulations; the by-laws of the Council; and any directives issued to the Council by the Minister under the FAA or the Act.

Paul Fleury

Yellowknife, NWT
July 4, 2016

Certified General Accountant

Status of Women Council of the Northwest Territories
Statement of Financial Position

As at March 31	2016	2015
Financial assets	$	$
Cash and cash equivalents (Note 3)	128,465	110,562
Accounts receivable (Note 4)	39,600	74,975
	168,065	185,537
Liabilities		
Accounts payable and accrued expenses	36,784	46,158
Vacation payable	16,004	9,194
Employee deductions payable	8,518	1,272
Deferred Revenue	-	2,000
Benefits Fund (Note 6)	38,367	38,334
Contingency Fund (Note 7)	42,891	42,854
	142,565	139,812
Net financial assets	25,500	45,725
Non-financial assets		
Tangible capital assets-Council (Note 7)	3,913	3,100
-Projects (Note 7)	552	788
	4,465	3,888
Accumulated Surplus (Note 8)	**29,965**	**49,613**

Approved on behalf of the Board

Acting President _____

Director _____

The accompanying notes and supplementary schedules are an integral part of the financial statements
Contingencies (Note 10)
Commitments (Note 12)

Status of Women Council of the Northwest Territories
Statement of Operations

Year Ended March 31	2016	2015
REVENUE	**$**	**$**
Contributions		
Government of the NWT	490,200	567,850
Contributed Rent	11,274	20,904
Deferred revenue	2,000	(2,000)
Other Revenue		
Administration fees & miscellaneous	6,131	9,079
Contributed Rent	70,870	70,870
	580,475	**666,703**
EXPENDITURES		
Wages and benefits	306,594	279,343
Professional development, staff	1,680	3,495
Contracted Services	4,565	83,130
Honoraria	7,375	9,075
Books, videos, subscriptions	-	4,106
Office supplies & photocopies	7,562	5,019
Supplies and workshops	30,988	9,641
Travel	62,060	92,690
Food service special events	4,444	6,080
Facility rental	15,768	8,417
Contributed rent	70,870	70,870
Bank charges	1,167	1,033
Audit, Legal and accounting	10,600	10,625
Advertising	23,502	21,643
Meetings and conferences	3,050	5,546
Dues & fees	3,367	2,165
Telephone, fax, internet & website	6,297	7,823
Postage & courier	7,010	5,363
Design & printing	8,705	11,560
Project management	20,000	9,000
Amortization	981	940
Administration fees	5,096	8,279
	601,681	**655,843**
EXCESS REVENUE (EXPENDITURES)	**(21,206)**	**10,860**

The accompanying notes and supplementary schedules are an integral part of the financial statements

Status of Women Council of the Northwest Territories
Statement of Change in Net Financial Assets

Year Ended March 31	2016	2015
	$	$
Annual (deficit) surplus	**(21,206)**	**10,860**
Effect of change in tangible capital assets		
Amortization of tangible capital assets	981	940
Increase (decrease) in net financial assets	(20,225)	11,800
Net financial assets at beginning of year	45,725	33,925
Net financial assets at end of year	**25,500**	**45,725**

The accompanying notes and supplementary schedules are an integral part of the financial statements

Status of Women Council of the Northwest Territories
Statement of Cash Flows

Year Ended March 31	2016	2015
	$	$
Operating Activities		
Excess revenue/ (expenditure)	(21,206)	10,860
Interest earned	70	155
Amortization	982	940
	(20,154)	11,955
Accounts receivable	35,375	(69,421)
Payables	(9,374)	(6,047)
Vacation Payable	6,810	(10,582)
Employee deduction payable	7,246	(432)
Deferred revenue	(2,000)	2,000
Change in cash position	17,903	(72,527)
Cash position, beginning of year	110,562	183,089
Cash position, end of year	**128,465**	**110,562**
Represented by		
Cash in bank	35,428	17,595
Investment in cash account	93,037	92,967
	128,465	**110,562**

Status of Women Council of the Northwest Territories
Notes to Financial Statements

March 31, 2016

1. AUTHORITY AND MANDATE

The Council was established by the consolidation of *Status of Women Council Act*, S.N.W.T. 1990(1).c.6. that was proclaimed in force on April 4, 1990 by SJ-006-90 by the Government of the Northwest Territories.

The objectives of the Council are:

a) to develop public awareness of issues affecting the status of women;
b) to promote a change in attitudes within the community in order that women may enjoy equality;
c) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;
d) to advise the Minister on issues that the Minister may refer to the council for consideration;
e) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;
f) to provide assistance to the Minister in promoting changes to ensure the attainment of equality of women; and
g) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may:

a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;
b) research matters relating to the status of women;
c) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;
d) recommend and participate in programs concerning the status of women;
e) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;
f) publish any reports, studies or recommendations that the Council considers advisable;
g) present reports to the Minister to be laid before the Legislative Assembly;
h) contract and be contracted in the name of the Council; and
i) make bylaws to regulate the affairs of the Council.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards ("PSAS") as established by the Public Sector Accounting Board of the Canadian Institute of Chartered Accountants. The significant accounting policies are detailed as follows:

a) Funding accounting

The Council follows the restricted fund method of accounting for contributions.

The General Fund accounts for the organization's program delivery and administrative activities. This fund reports unrestrictive resources and restricted operating grants.

The Capital Asset Fund reports the assets, liabilities, revenues and expenses, related to the Council's capital assets.

b) Cash and cash equivalents

Cash equivalents are comprised of highly liquid deposits that are readily convertible to cash.

c) Financial instruments

The Board classifies its financial instruments at cost or amortized cost. The Board's accounting policy for this financial instrument is as follows:

This category includes accounts receivable, accounts payable and accrued liabilities. They are initially recognized at cost and subsequently carried at amortized cost using the effective interest rate method, less any impairment losses on financial assets.

Transaction costs related to financial instruments in the amortized cost category are added to the carrying value of the instruments.

Write-downs on financial assets in the amortized cost category are recognized when the amount of a loss is known with sufficient precision, and there is no realistic prospect of recovery. Financial assets are then written down to net recoverable value with the write-down being recognized in the statement of operations.

d) Capital assets

Capital assets are recorded at cost. Capital assets are amortized following the declining balance method at the following annual rates.

Equipment	20%
Computers	30%

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

e) Measurement uncertainty

The preparation of financial statements in accordance with PSAS requires the Status of Women Council of the Northwest Territories to make estimates and assumptions that affect the amounts of assets, liabilities, revenues and expenses reported in the financial statements. By their nature, these estimates are subject to measurement uncertainty. At the time of preparation of these statements, the Council believes the estimates and assumptions to be reasonable. Some of the more significant management estimates relate to amortization, non-monetary transactions, and revenue accruals.

f) Employee future benefits

Employees are entitled to severance benefits, as provided under labour contracts and conditions of employment, based upon years of service. The benefits are paid upon resignation, retirement or death of an employee.

The cost of severance benefits are recorded as expenses in the year paid.

g) Revenue recognition

Restricted contributions related to general operations are recognized as revenue of the General Fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund.

Unrestricted contributions are recognized as revenue of the General Fund in the year received or receivable if the amount to be recorded can be reasonably estimated and collection is reasonably assured.

h) Contributed services

Any time contribute by volunteers to assist the Council in carrying out its service delivery activity are not recognized in the financial statements because of the difficulty in determining their fair value.

i) Government contributions-services received without charge.

The Government of the Northwest Territories provided the Council with office premises. The estimated value of these rental premises are recognized as expenses with an offsetting credit to revenues in order to reflect the full cost of the Council's operations in the financial statements.

j) Contract services

Contract services acquired by the Council are recognized as expenses in the year the services are rendered.

k) Allocation of expenditures

The Council allocates expenditures according to the contribution agreement to which the expenditure relates. The expenditures are any direct cost related to the fulfillment of the contribution agreement. The costs are then allocated to the contribution agreement based on the actual amount of the expenditure.

Office administrative costs are allocated to contribution agreements that allow such costs to be allocated. Office administrative costs are allocated based on the percentage of staff time required to fulfill that contribution agreement.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

l) Funds and reserves

Certain amounts, as approved by the Board, are set aside in accumulated surplus for future operating and capital purposes. Transfers to and from funds and reserves are an adjustment to the respective fund when approved.

m) Income taxes

The Council is exempt from income taxes under section 149(1) (e) of the Income Tax Act.

3. CASH AND CASH EQUIVALENTS

Cash balances are made up as follows:

	2016	2015
Cash	35,428	17,595
Investment Cash Account	93,037	92,967
Total cash and cash equivalents	$ 128,465	$ 110,562

4. ACCOUNTS RECEIVABLE

	2016	2015
	$	$
Project income Government of the NWT	39,600	74,925
Other	-	50
Total accounts receivables	39,600	74,975

5. BENEFITS FUND

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpended core contribution to a maximum of $ 40,000.00.

Information about the fund is as follows:

	2016	2015
	$	$
Benefits Fund, beginning of year	38,334	38,261
Interest earned	33	73
Benefits Fund, end of year	38,367	38,334

6. CONTINGENCY FUND

The Council created a contingency fund to protect against funding cutbacks.

Information about the fund is as follows:

	2016	2015
	$	$
Contingency Fund, beginning of year	42,854	42,772
Interest earned	37	82
Contingency Fund, end of year	42,891	42,854

7. TANGIBLE CAPITAL ASSETS

Council assets

	Cost	Accumulated Amortization	Net Book Value 2016	Net Book Value 2015
	$	$	$	$
Furniture	4,870	3,131	1,739	2,174
Projector	1,125	1,033	92	132
Computer	30,517	28,435	2,082	794
Total Council assets	36,512	32,599	3,913	3,100
Project assets				
Computers	13,664	13,112	552	788
Total assets	50,176	45,711	4,465	3,888

8. ACCUMULATED SURPLUS

	2016	2015
	$	$
Balance, opening April 1,	49,613	39,091
Operating surplus (deficit)	(21,207)	10,860
Tangible capital asset addition	1,795	-
Computers	(236)	(338)
Balance, closing March 31,	29,965	49,613

9. FINANCIAL INSTRUMENTS

The Council uses risk management to monitor and manage its risk arising from financial instruments. These risk include credit risk, interest risk, liquidity risk, and market risk.

The Council does not uses any derivative financial instruments to mitigate these risks.

Credit Risk

Credit risks arise from three sources: cash and cash equivalents, investment in interest bearing securities and accounts receivable. Cash and cash equivalents are deposited with reputable major financial institutions to limit the credit risk exposure. Investment in interest bearing securities are with high-credit quality financial institutions. The credit risk from counter parties not paying accounts receivable is not considered to be significant.

Interest Rate Risk

The Council is exposed to interest rate risk with respect to the following financial instruments: cash and cash equivalents, investments in interest bearing securities. Changes in interest rates can affect the fair value of investments and the cash flows relating to interest income and expense.

Liquidity Risk

Liquidity risk exposure is dependent on the receipts of funds from the Government of The Northwest Territories and other sources to enable the Council to pay its liabilities as they become due. History has shown that funding from the Government of The Northwest Territories and other funders to be consistent. Nevertheless, Council has established a reserve to protect against funding cut-backs.

Market Risk

The Council is not exposed to market risk as it has no investment in publicly traded companies.

10. CONTINGENT LIABILITIES

Management is not aware of any contingent liabilities outstanding against the Status of Women Council.

11. RELATED PARTIES

The Council receives contributions from the Government of The Northwest Territories and services provided without or with charge.

	2016	2015
	$	$
Operating contributions received	394,000	379,000
Other project contributions	96,200	188,850
Operating premises received without charge	70,870	70,870
	561,070	638,720
Mail support services received with charge	7,010	5,363

12. COMMITMENTS

The Council is committed to office equipment leases of $ 2,379.86 per quarter with the following remaining payments:

	$
2017	9,519
2018	9,519
2019	9,519
2020	9,519
2021	4,759
	42,837

13. COMPARATIVE FIGURES

Certain prior year figures have been reclassified for comparative purposes to conform to current year figures.

14. BUDGET

The budget figures presented are unaudited, and are those approved by the Board

Status of Women Council of the NWT
Schedule 1-Core

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
GNWT - DAAIR Core Funding	394,000	394,000	379,000
Service Revenue	-	-	
Contributed Rent	-	70,870	70,870
	394,000	**464,870**	**449,870**
EXPENDITURES			
Wages & Benefits	305,604	306,594	279,343
Professional Development – Staff	3,000	1,680	3,495
Professional Development – Board	4,500	-	-
Facilitators /Contractors	1,600	1,275	3,000
Honoraria	7,500	7,375	9,075
Books	700	-	4,106
Office Supplies	8,900	6,444	3,813
Equipment Rental	-	5,759	5,713
Travel Council Directors	14,600	492	-
Travel Community Worker	3,000	184	-
Travel F/P/T	5,400	32,975	31,218
Bank Charges	800	1,167	1,034
Audit	9,000	10,500	10,500
Advertising & Promotion	7,806	3,915	3,290
Telephone & Fax	5,600	5,210	6,401
Postage , Courier , mail service	5,500	1,851	2,829
Meeting Expenses/Conference Fees	-	1,287	1,713
Food Service Special Events	1,490	3,444	3,507
Materials,Resources/Subscriptions	-	1,260	255
Workshop Expenses	-	4,387	2,560
Design & Printing	3,500	3,276	2,262
Computer Services and Internet	5,500	3,367	2,165
Amortization	-	982	940
Contributed Rent	-	70,870	70,870
	394,000	**474,294**	**448,089**
EXCESS REVENUE (EXPENDITURES)	**-**	**(9,424)**	**1,781**

Status of Women Council of the NWT
Schedule 2 - Donations

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
Service Revenue	-	1,896	8,279
Donations, Events Grants	-	3,835	800
	-	**5,731**	**9,079**
EXPENSE			
Meeting Expenses	-	320	-
Travel Expenses - General	-	35	-
Materials, Resources/Subscriptions	-	1,618	-
Workshop Expenses	-	522	-
Contact/Research Fees	-	1,680	-
	-	**4,176**	**9,079**
EXCESS REVENUE (EXPENDITURES)	**-**	**1,556**	**9,079**

Status of Women Council of the NWT
Schedule 3 - Community Response

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
RCMP	-	8,500	12,000
Deferred Revenue	-	2,000	-2,000
	-	**10,500**	**10,000**
EXPENSE			
Project Management	-	5,000	5,000
Advertising and promotion	-	703	-
Meeting Expenses	-	46	-
Mail Service	-	443	-
Materials, Resources/Subscriptions	-	1,879	-
Workshop Expenses	-	2,429	-
Contract/Research Fees	-	-	5,000
	-	**10,500**	**10,000**
EXCESS REVENUE (EXPENDITURES)	-	-	-

Status of Women Council of the NWT
Schedule 4 - Family Violence Week

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
GNWT - HSS	-	20,000	10,000
GNWT - Justice (Victims Assistance Fund)	-	19,000	15,000
GNWT - DAAIR	-	5,000	5,000
	-	**44,000**	**30,000**
EXPENSE			
Office supplies - Small Equipment	-	787	208
Design and Printing	-	5,429	8,073
Project Management	-	2,000	4,000
Adverstising and promotion	-	14,499	10,259
Meeting Expenses	-	105	-
Telecommunications	-	1,087	543
Mail Service	-	3,930	2,507
Materials, Resources/Subscriptions	-	10,441	606
Equipment Rental	-	3,722	1,904
Food Services - Special Events	-	-	400
Administration Fees	-	2,000	1,500
	-	**44,000**	**30,000**
EXCESS REVENUE (EXPENDITURES)	-	-	-

Status of Women Council of the NWT
Schedule 5 - Leadership

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
GNWT - DAAIR	-	15,000	19,000
Donations, Events, Grants	-	400	-
	-	**15,400**	**19,000**
EXPENSE			
Office supplies - Small Equipment	-	430	-
Adverstising and promotion	-	4,386	2,189
Mail Service	-	408	-
Travel Expenses - General	-	8,330	10,692
Materials, Resources/Subscriptions	-	4,173	553
Workshop Expenses	-	1,964	-
Computer Service	-	200	-
Meeting Expenses	-	-	3,143
Research and Contract Fees	-	1,610	-
Facility Rental	-	6,237	800
Food Services - Special Events	-	1,000	500
Awards & Gifts and Hospitality	-	-	1,123
	-	**28,738**	**19,000**
EXCESS REVENUE (EXPENDITURES)	**-**	**(13,338)**	**-**

Status of Women Council of the NWT
Schedule 6 - Victim Awareness Week

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
Department of Justic Canada	-	2,774	5,904
	-	**2,774**	**5,904**
EXPENSE			
Design and Printing	-	-	5,904
Meeting Expenses	-	828	-
Facility Rental	-	50	-
Administration fees	-	1,896	-
	-	**2,774**	**5,904**
EXCESS REVENUE (EXPENDITURES)	-	-	-

Status of Women Council of the NWT
Schedule 7 - What Will It Take

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
GNWT - HSS	-	37,200	-
	-	**37,200**	-
EXPENSE			
Project Management	-	13,000	-
Mail Service	-	378	-
Travel Expenses - General	-	20,045	-
Materials, Resources/Subscriptions	-	10	-
Workshop Expenses	-	2,304	-
Meeting Expenses	-	263	-
Administration fees	-	1,200	-
	-	**37,200**	-
EXCESS REVENUE (EXPENDITURES)	-	-	-

Status of Women Council of the NWT
Schedule 8 - FV Educational Series

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
GNWT - HSS	-	-	50,000
	-	-	**50,000**
EXPENSE			
Design and Printing	-	-	595
Travel Expenses - General	-	-	32,463
Materials, Resources/Subscriptions	-	-	4,052
Meeting Expenses	-	-	690
Research and Contract Fees	-	-	9,700
Food Service - Special Events	-	-	2,500
	-	-	**50,000**
EXCESS REVENUE (EXPENDITURES)	-	-	-

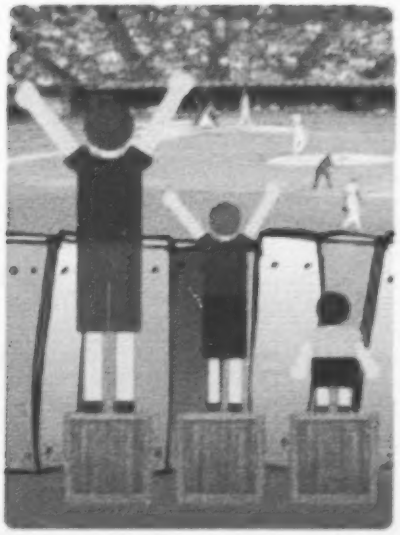
Status of Women Council of the NWT
Schedule 9 - Dehcho Protocol

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
GNWT - HSS	-	-	89,850
	-	-	**89,850**
EXPENSE			
Design and Printing	-	-	631
Mail Service	-	-	27
Travel Expenses - General	-	-	18,317
Materials, Resources/Subscriptions	-	-	1,615
Telecommunications	-	-	879
Research and Contract Fees	-	-	62,430
Food Services - Special Events	-	-	1,672
Administration Fees	-	-	4,279
	-	-	**89,850**
EXCESS REVENUE (EXPENDITURES)	-	-	-

Status of Women Council of the NWT
Schedule 10 - Motivational Interviewing Training

Year ended March 31,	2016 Budget (Unaudited)	2016 Actual	2015 Actual
	$	$	$
REVENUE			
Department of Justice Canada	-	-	3,000
	-	-	**3,000**
EXPENSE			
Research and Contract Fees	-	-	3,000
	-	-	**3,000**
EXCESS REVENUE (EXPENDITURES)	-	-	-

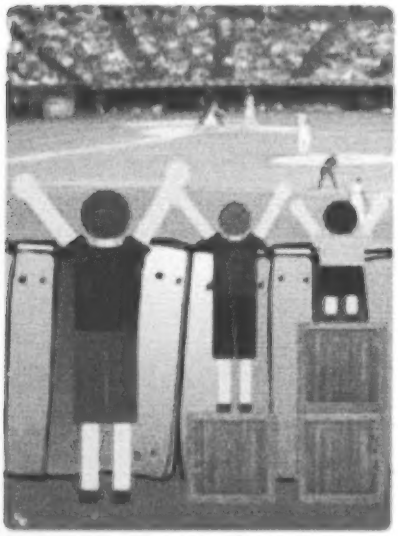
Equality



Equality implies that everyone starts off at the same level and is treated the same way regardless of their life's circumstances.

Equality doesn't always mean fairness.

Equity



Equity acknowledges that some may have more or different obstacles to overcome and looks at the end results being the same.

Equity equals equality and fairness.